



LOWELL PUBLIC SCHOOLS
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To: Dr. Joel Boyd, Superintendent of Schools
From: Dr. James Hall, Chief Operating Officer
Date: April 26, 2021
Re: Paraprofessional Pay for Summer School 2021

In January 2020, the minimum hourly wage in Massachusetts increased to \$12.75 per hour. In January 2021, it rose to \$13.50 per hour and will go to \$14.25 per hour in January 2022.

According to the Department of Labor Standards (“Applicability of M.G.L.c 151 to Town Employees”), Legislative intent excludes state employees from the Commonwealth’s minimum wage which extends to employees of municipalities as well (see March 1, 2019 memo). However, it is important that we continue to provide competitive wages to our staff in order to attract the quality employees needed to provide the best instruction possible. Thus, I request the following vote of the School Committee:

“To increase the rate for paraprofessionals for summer school work from \$15.00 per hour to \$20.00 per hour for summer school 2021.”

This increase shall help us remain competitive with other employment opportunities both in the public sector and private sector. Currently, many positions are unfilled for paraprofessionals this summer, including many positions working in special education. Not only are we competing against other employment positions, but also against opportunities for rest, leisure, and family time. Many paraprofessionals also took on expanded roles during this school year, which has raised pay expectations and lowered the supply of those willing to work for \$15.00 per hour this summer.